



## **Arlington Finance Committee**

Date: Monday, February 5, 2024.

Time: 7:30pm.

Location: O'Neill Community Room, Public Safety Building, 112 Mystic Street, Arlington, MA.

### **Minutes**

Attendance: Christine Deshler, Josh Lobel, Topher Heigham, Michael Ruderman, Dean Carman, Alan Jones, Charles Foskett, David McKenna, Sophie Migliazzo, Grant Gibian, John Griffin, Peggy Bliss, Darrel Harmer, Rebecca Younkin, Annie LaCourt, Jennifer Susse (remote), Allan Tosti (remote) and Tara Bradley (Secretary).

1. 1/31/2024 Minutes: motion to accept minutes passed unanimously.
2. Police: both contracts for Patrol and Ranking Officers will expire in July 2024. Dispatchers and Master Mechanic are shared between Police and Fire; Dispatchers are shown under Police Budget and Master Mechanic under Fire Budget.
  - a. VOTE: motion to accept \$9,495,021 Police Taxation Total passed unanimously.
3. Fire: key vacancy is Master Mechanic position. Firefighters trained in Basic Life Services. Advanced Life Services (medical services) is covered by Armstrong. Total Fire budget is more than printed in budget book.
  - a. VOTE: motion to accept \$8,775,585 Fire Taxation Total passed unanimously.
4. Inspections. \$2,350,000 is estimated revenue from Inspections for FY24.
  - a. VOTE: motion to accept \$539,121 Inspections Total passed unanimously.
5. Health and Human Services: Contracted Services includes Arlington's contribution to the Somerville Homeless Coalition and outsourced Sealer of Weights & Measures.
  - a. VOTE: motion to accept \$735,666 Health & Human Services Taxation Total passed unanimously.
6. Veterans Services: money from the State (received by the General Fund) generally covers Veterans' Aid & Assistance (usually 75-100% reimbursement).

- a. VOTE: motion to accept \$333,612 Veterans Services Total passed unanimously.
7. Council on Aging.
  - a. VOTE: motion to accept \$400,226 Council on Aging Taxation Total passed unanimously.
8. Diversity, Equity and Inclusion: ARPA money will continue to fund Community Outreach and Engagement Coordinator through FY25.
  - a. VOTE: motion to accept \$201,188 Diversity, Equity & Inclusion Taxation Total passed with 13 in favor and one opposed (Foskett).
9. Arlington Youth Counseling Center: currently serving 425 families with 200 on the waiting list. Retained Earnings balance was \$122,846.
  - a. VOTE: motion to accept \$1,519,155 in expenses offset by \$1,573,270 in revenue for the Arlington Youth Counseling Center Enterprise Fund was approved unanimously.
10. Council on Aging Transportation Enterprise Fund: increase in hours for the Information & Referral Specialist position. Retained Earnings balance is \$44,842.
  - a. VOTE: motion to accept \$129,199 in expenses offset by \$129,199 in revenue for the Council on Aging Transportation Enterprise Fund was approved unanimously.

<b>Budget</b>	<b>Total</b>	<b>Status</b>	<b>Date</b>	<b>Votes</b>
Police	\$9,495,021.00	Approved	2/5/2024	14-0-0
Fire	\$8,775,585.00	Approved	2/5/2024	14-0-0
Inspections	\$539,121.00	Approved	2/5/2024	14-0-0
Health & Human Services	\$735,666.00	Approved	2/5/2024	14-0-0
Veterans Services	\$333,612.00	Approved	2/5/2024	14-0-0
Council on Aging	\$400,226.00	Approved	2/5/2024	14-0-0
Diversity, Equity & Inclusion	\$201,188.00	Approved	2/5/2024	13-1-0
Arlington Youth Counseling Center Enterprise Fund	\$1,519,155 in expense offset by \$1,573,270 in revenue	Approved	2/5/2024	14-0-0
Council on Aging Transportation Enterprise Fund	\$129,199 in expense offset by \$129,199 in revenue	Approved	2/5/2024	14-0-0

Meeting adjourned at 9:34 pm.

By Tara Bradley.

Reference 1: Police Department Budget FY25

Reference 2: Fire Dispatch Calls

Reference 3: Fire Budget Total Change Email Magee 20240205

Reference 4: Inspections Budget FY25

Reference 5: Inspections Questions and Revenues

Reference 6: Police & Fire Budget Questions Email Foskett 20240224

Reference 7: Police & Fire Budget Questions Email Heigham 20240225

Reference 8: Police & Fire Budget Questions Email Tosti 20240122

Reference 9: Body Camera Follow Up Email Feeney 20240201

# Arlington Finance Committee

## FY 2025 Police Department Budget

February 5, 2024

	2022 Actual	2023 Actual	2024 Budget	2025 Budget	\$ Change	% Change
<b>0121081 POLICE SALARIES</b>						
5100 SALARIES & WAGES	6,764,363	6,474,148	7,503,622	7,648,649	145,027	1.93%
5103 OVERTIME	1,034,489	984,002	659,167	659,167	0	0.00%
51031 MINUTEMAN BIKEWAY PATROL	-	-	21,018	21,018	0	0.00%
5105 HOLIDAY PAY	183,866	179,535	222,503	222,503	0	0.00%
5108 COURT TIME	6,870	24,449	37,142	37,142	0	0.00%
5109 ACCREDITATION STIPEND	-	-	7,344	7,344	0	0.00%
5112 SCHOOL CREDIT	-	-	5,100	5,100	0	0.00%
5114 INJURY EARININGS	103,895	120,029	-	-	0	-
5115 DIFFERENTIAL	1,795	1,477	1,821	1,821	0	0.00%
5118 EMERGENCY DISPATCH STIPEND	2,700	2,400	2,809	2,809	0	0.00%
5119 OUT OF GRADE PAY	-	-	1,561	1,561	0	0.00%
5141 CLOTHING ALLOWANCE	1,799	2,600	3,600	3,600	0	0.00%
5156 LONGEVITY	174,923	164,535	179,431	178,857	(574)	-0.32%
5160/5162 STIPENDS	21,900	22,090	23,650	23,650	0	0.00%
<b>0121081 POLICE SALARIES</b>	<b>8,296,601</b>	<b>7,975,266</b>	<b>8,668,768</b>	<b>8,813,221</b>	<b>144,453</b>	<b>1.67%</b>

- **Overtime (5103)**
  - Required minimum staffing per shift
    - Midnight – 8 am: 5 Patrol Officers
    - 8 am – 4 pm: 5 Patrol Officers
    - 4 pm – midnight: 7 Patrol Officers
    - Must have at least 2 Ranking Officers per shift
  - Anything less requires OT to fully staff
- **Differential (5115)**
  - This line item covers Dispatchers only
  - Ranking and Patrol differentials are included in line item 5100
    - Nights 9%
    - Weekends 3%
- **Stipends (5160/5162)**
  - Inspector - 5%
  - Court Officer - small
  - Community Service - small
  - Traffic Officer - 5%
  - School Resource Officer - 5%

# Police Expenses (page 117)

Reference 1

	2022 Actual	2023 Actual	2024 Budget	2025 Budget	\$ Change	% Change
<b>0121082 POLICE EXPENSES</b>						
5202 MAINTENANCE	106,207	65,033	49,000	49,000	0	0.00%
5206 COMPUTER	91,378	83,092	91,050	91,050	0	0.00%
5207 EQUIPMENT	10,481	7,491	55,000	55,000	0	0.00%
5211 ELECTRICITY	84,758	90,129	85,000	85,000	0	0.00%
5213 AUTO GAS & OIL	83,441	67,281	70,000	70,000	0	0.00%
5214 HEATING FUEL	26,721	27,347	30,000	30,000	0	0.00%
5215 TELEPHONE:EXPENSES	4,970	4,137	9,000	9,000	0	0.00%
5217 DUES/SUBSCRIPTIONS	16,074	16,589	25,000	25,000	0	0.00%
5218 TRAINING	48,372	32,335	65,100	65,100	0	0.00%
5223 OFFICE SUPPLIES	11,320	11,977	16,000	16,000	0	0.00%
5236 OTHER PURCHASED SERVICES	38,578	51,804	31,000	31,000	0	0.00%
5241 UNIFORMS,BADGES, & GLOVES	68,432	53,651	111,500	111,500	0	0.00%
5249 REPS & MAINT:VEHICLES	46,461	64,804	55,000	55,000	0	0.00%
5250 CARE OF DOGS	1,310	1,870	2,400	2,400	0	0.00%
5252 SUPPLIES:OTHER	5,066	9,169	9,500	9,500	0	0.00%
5253 FIREARMS & AMMUNITION	20,944	17,028	15,000	15,000	0	0.00%
5267 REPS & MAINT:RADIO FREQUE	6,227	12,460	6,500	6,500	0	0.00%
5299 OTHERWISE UNCLASSIFIED	7,492	5,263	5,000	5,000	0	0.00%
5706 INDEMNITY:POLICE OFFICERS MEDICAL	30,507	40,006	30,000	30,000	0	0.00%
<b>0121082 POLICE EXPENSES</b>	<b>708,738</b>	<b>661,466</b>	<b>761,050</b>	<b>761,050</b>	<b>0</b>	<b>0.00%</b>

# Police Department Workforce Overview

Reference 1

	FTEs	FY'25 Total (including Longevity)	Mgr's Budget Reported Vacancies
Police Patrol	49	\$4,348,378	6
Ranking	19	\$2,270,238	0
Civilians	9.44	\$563,248	2*
Support	10	\$645,517	1

\* According to the Police Department, these 2 positions are actually filled and not vacant.



- **Ranking Officers in arbitration for FY21 - 24 contract**
  - Issues
    - COLA Increases
    - Body Worn Cameras
- **Contracts for Patrol and Ranking Officers will both expire July 2024**

- **Police Patrol**
  - 6 Vacancies
    - 4 applying to the Police Academy
    - If all get in and graduate, there will be 2 vacancies remaining
    - However, a Dispatcher is going to take the next test (March) which could create a vacancy in that unit
  - Had to go to non-residents list for the 1<sup>st</sup> time
- **Retirements**
  - 1 in FY24 (Ranking)
  - Possibly 1 in FY25
- **Civilians**
  - 2 positions reported in Manager's Budget as vacant are actually filled
- **Dispatcher**
  - Working to fill the 1 vacancy

- **Increasingly challenging to maintain full staffing levels**
  - According to the Chief, 30 years ago there were 400 applicants taking the test, now only 16
  - Becoming a police officer not as attractive as it used to be
    - Pay
    - Extensive training requirements
    - Public scrutiny
- **Measure for Arlington to withdraw from Civil Service *for hiring purposes only* was approved by Town Meeting in 2023 and is now with the Legislature**
  - Would allow town to recruit non-residents
  - Some opposition from other unions and interest groups
  - New hires would be covered under Civil Service once hired
  - Unions don't want to fully leave Civil Service without being compensated
    - Lexington left Civil Service and unions negotiated a 5% increase
- **Dispatchers**
  - Shared with Fire Department (as is the Master Mechanic)
  - Used to be a career, now a stepping-stone (is a good entry point)
  - Chief would like to hire a full-time Dispatch Supervisor (Fire Chief supportive)
    - Position is currently filled part-time by a Crime Analyst who has never been a dispatcher
      - In addition, with the establishment of the Arlington Civilian Police Advisory Commission, there is increased demand for transparency and publication of crime statistics so there could be less time to supervise the Dispatchers

- **70 BWCs purchased from Axon June 2023 for Patrol Officers**
  - Cost \$60K from Asset Forfeiture Fund
    - Asset Forfeiture Fund can be used for police equipment and training but not recurring costs such as subscriptions and technology
  - Received 15% discount
  - Axon will keep cameras current through term of 5-year contract
- **On-Going Funding**
  - Will request operating budget increases to cover future recurring costs
  - Will seek out and apply for grant opportunities
  - Town Meeting appropriation of \$42K remains
- **Town and Patrol Officers are in arbitration on BWC**
  - Outstanding issue is that the union wants to incorporate the BWC policy into the contract
    - If this were to happen, future changes to the Policy would have to be bargained
  - Patrol Officers will get a 2% increase upon implementation of the policy
- **BWC is in the upcoming arbitration with the Ranking Officers but separate from the contract**
- **Both Patrol and Ranking Officers must agree to BWC before the cameras can be deployed**

- ....as currently designed, the body-worn camera program will rely on a new dedicated fiber from an ISP.
- While we will technically own the footage that is uploaded, it will be housed on a secure cloud server operated by Axon Industries- the industry leader in this marketplace- that is separate from the Town's network infrastructure.
- We will also rely on Delphi Technology Solutions, APD's existing IT consultant for other data and systems, to assist with managing the program and accessing the data.
- The body-worn camera policy will define who can access the footage, and under what circumstances.

*Jim Feeney, Town Manager, email to Charlie Foskett, 2/1/24*

# Motion to Approve

Reference 1

0121081 POLICE SALARIES	8,296,601	7,975,266	8,668,768	8,813,221	144,453	1.67%
0121082 POLICE EXPENSES	708,738	661,466	761,050	761,050	0	0.00%
POLICE APPROPRIATION TOTAL	9,005,338	8,636,732	9,429,818	9,574,271	144,453	1.53%
PARKING FUND OFFSETS	(67,384)	(67,384)	(79,250)	(79,250)	0	0.00%
POLICE TAXATION TOTAL	8,937,954	8,569,348	9,350,568	9,495,021	144,453	1.54%

**Subject:** Fwd: Fire Presentation Info Request  
**From:** "JOHN GRIFFIN" <[j\\_cgriff@verizon.net](mailto:j_cgriff@verizon.net)>  
**Sent:** 2/12/24, 9:09:44 PM  
**To:** "dharmer" <[darrel.harmer@gmail.com](mailto:darrel.harmer@gmail.com)>;

Sent from my iPhone

Begin forwarded message:

**From:** JOHN GRIFFIN <[j\\_cgriff@verizon.net](mailto:j_cgriff@verizon.net)>  
**Date:** February 12, 2024 at 6:47:41 PM EST  
**To:** [TBradley@town.arlington.ma.us](mailto:TBradley@town.arlington.ma.us)  
**Subject:** Fwd: Fire Presentation Info Request

Hi Tara:

The item other than the standard budget summary that I presented, is the summary of calls. See below.

You could include this, or just the budget summary. Your call.

Thanks.

Sent from my iPhone

Begin forwarded message:

**From:** Kevin Kelley <[KKelley@town.arlington.ma.us](mailto:KKelley@town.arlington.ma.us)>  
**Date:** February 5, 2024 at 7:58:12 AM EST  
**To:** [j\\_cgriff@verizon.net](mailto:j_cgriff@verizon.net)  
**Subject:** Re: Fire Presentation Info Request

This is from the 2023 Annual Report

Responses Fire Call Type	2020	2021	2022	2023
Fire	93	79	88	63
Carbon Monoxide Activations	99	105	95	94
Water Hazards	33	57	121	86
Mutual Aid	42	41	41	42
Lock Out/In	41	49	59	63
Electrical Hazards/ Down Lines	264	265	223	207
Motor Vehicle Accidents	107	141	159	162
Smoke Scares	28	49	51	65
Natural Gas Emergencies	73	98	83	75
Flammable Liquid Hazards	19	14	15	13
Hazardous	31	12	13	22

Conditions				
Other	79	59	37	175
Emergency Medicals	2,703	3,016	3,847	3,841
Medical Assists	223	283	314	443
Alarms Sounding	675	873	946	981
<b>Total Calls for Assistance</b>	<b>4,510</b>	<b>5,141</b>	<b>5,690</b>	<b>5,793</b>

**Kevin M Kelley**  
**Fire Chief**  
**Arlington Fire Department**  
**411 Mass Ave**  
**Arlington, MA 02476**  
**781-316-3801**  
[kkelley@town.arlington.ma.us](mailto:kkelley@town.arlington.ma.us)

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**From:** jgriff <[j\\_cgriff@verizon.net](mailto:j_cgriff@verizon.net)>  
**Sent:** Sunday, February 4, 2024 4:13 PM  
**To:** Kevin Kelley <[KKelley@town.arlington.ma.us](mailto:KKelley@town.arlington.ma.us)>  
**Cc:** [darrel.harmer@gmail.com](mailto:darrel.harmer@gmail.com) <[darrel.harmer@gmail.com](mailto:darrel.harmer@gmail.com)>  
**Subject:** Re: Fire Presentation Info Request

CAUTION: This email originated from outside your organization. Exercise caution when opening attachments or clicking links, especially from unknown senders.

Hi Chief:

We had a request for a break down of response calls by Fire, EMS, etc?

Is that information available?

We are meeting tomorrow night (Monday 2/5) so if you can send something over tomorrow that would be great.

Apologies for last minute request.

Thanks much,.

John Griffin  
Arlington Finance Committee  
(617) 388-0672



Re: To:j\_cgriff@verizon.net  
Cc:Kevin Kelley,darrel.harmer@gmail.com

Mon, Feb 5 at 1:17 PM

Hi John,

Yes, I agree with the total below, \$8,775,585.

I will modify the master budget on my end to agree.

Thanks again for the analysis and work on this!

Alex

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**From:** JOHN GRIFFIN <j\_cgriff@verizon.net>  
**Sent:** Monday, February 5, 2024 1:09 PM  
**To:** Alex Magee <amagee@town.arlington.ma.us>  
**Cc:** Kevin Kelley <KKelley@town.arlington.ma.us>; darrel.harmer@gmail.com  
**Subject:** Re: Fire Salary Detail Excel Files

CAUTION: This email originated from outside your organization. Exercise caution when opening attachments or clicking links, €  
Got it. Thanks.

Regarding the revised budget total: 8,775,585.

Can you reply that you're in agreement with that amount - then we can let everyone know that amount will appear in final budget.  
And we'll approve it tonight.

Thanks!

On Feb 6, 2024, at 5:50 AM, Alex Magee <[amagee@town.arlington.ma.us](mailto:amagee@town.arlington.ma.us)> wrote:

Hi John,

Sorry for not answering that straight away.

The difference is a bit of a relic – the first “EMT DEFIB PAY” (\$373,957) is to pay for EMT Stipends and gets its own line in the budget for Defibrillator pay, a separate category, which IS ALREADY included in the salaries line 5100.

So your assertion that the defib pay of \$373,957 is separate and above from the \$62,295 (which is already bundled into the salaries

I hope that makes sense, let me know if still unclear.

# INSPECTIONS

	2022 Actual	2023 Actual	2024 Budget	2025 Budget	\$ Change	% Change
<b>0125181 INSPECTION SALARIES</b>						
5100 SALARIES & WAGES	419,531	482,340	523,716	510,560	(13,156)	-2.51%
5102 SALARIES & WAGES TEMP	510	-	6,000	6,000	0	0.00%
5103 OVERTIME	8,261	3,224	4,000	4,000	0	0.00%
5141 CLOTHING	750	807	750	750	0	0.00%
5156 LONGEVITY	4,814	2,174	3,539	2,311	(1,228)	-34.70%
5160 STIPENDS	425	425	300	300	0	0.00%
<b>0125181 INSPECTION SALARIES</b>	<b>434,291</b>	<b>488,970</b>	<b>538,305</b>	<b>523,921</b>	<b>(14,384)</b>	<b>-2.67%</b>
<b>0125182 INSPECTION EXPENSES</b>						
5213 TRAVEL	1,392	1,629	2,000	2,000	0	0.00%
5218 TRAINING	622	319	2,000	2,000	0	0.00%
5223 OFFICE SUPPLIES	4,457	4,922	4,200	4,200	0	0.00%
5249 REPS & MAINT:VEHICLES	2,527	5,246	3,000	3,000	0	0.00%
5299 OTHERWISE UNCLASSIFIED	-	-	-	-	0	-
5382 CONTRACTED SERVICES	7,893	2,588	4,000	4,000	0	0.00%
<b>0125182 INSPECTION EXPENSES</b>	<b>16,891</b>	<b>14,705</b>	<b>15,200</b>	<b>15,200</b>	<b>0</b>	<b>0.00%</b>
<b>INSPECTION TOTAL</b>	<b>451,183</b>	<b>503,675</b>	<b>553,505</b>	<b>539,121</b>	<b>(14,384)</b>	<b>-2.60%</b>

FY 2025 SALARY DETAIL			FY2025							FY2024	FY2025				
INSPECTIONS	Previous	Job	FTE	BU	Grade	Step	Step	Min	Max	New Pay	New Pay	Base	Step	Longevity	Total
CIAMPA		DIRECTOR OF INSPECTIONAL SERVICE	1.00	MGMT	2	5	5	102,907	148,705	119,234	119,233	114,924	4,309	1,192	120,425
LEE		WIRE INSPEC / SUPR. OF WIRES	1.00	SEIU	8	8	8	68,827	94,246	89,059	89,059	89,059	0	891	89,950
WHITNEY		PLUMBING AND GAS INSPECTOR	1.00	SEIU	8	6	7	68,827	94,246	82,738	84,289	81,243	3,046	0	84,289
GELDART		LOCAL BUILDING INSPECTOR	0.51	SEIU	7	8	8	66,502	91,060	44,253	44,253	44,253	0	228	44,481
MEEHAN		LOCAL BUILDING INSPECTOR	1.00	SEIU	7	7	8	66,502	91,060	84,493	84,493	81,438	3,055	0	84,493
O'BRIEN	CARROLL	OFFICE MANAGER	1.00	OFFA	4	2	2	43,170	58,772	58,772	44,752	43,170	1,582	0	44,752
VACANT	O'BRIEN	RECORD KEEPER-INSPECTIONS	0.89	OFNU	4	5	6	42,615	55,012	42,889	44,481	41,848	2,633	0	44,481
TAXATION TOTAL:			6.40							521,438	510,560	495,935	14,625	2,311	512,871

## Inspectional Services FY 2025 Budget Questions

1. What is training for (5218)?
  - for our required continuing education
2. What are the temps for (5102)?
  - for fill-in inspectors during vacation or sick time
3. What are Contracted Services (5382)?
  - pays the data fees for the iPads used during inspections and any engineers, etc., that we may need to confirm or contest certain job site conditions
4. So the Zoning Assistant was moved to the Zoning budget. Was the Principal Clerk/Typist moved from Zoning to the Office Manager position in this budget?
  - The ZBA has its budget, which includes the Zoning Administrator's salary, but it all falls under ISD.
  - Yes, the ZBA Principal Clerk and Typist position was changed to Zoning administrator.
  - The ISD admin position was oddly classified as Zoning Assistant and was changed to Office Manager.
5. What is the plan/progress for filling the vacant Record Keeper position?
  - Position was just filled.

### ISD Revenues

Inspectional Services	FY2021 Actual	FY2022 Actual	FY2023 Actual	FY2024 Estimated
Building	1,898	2,224	2,285	2100
Wiring	1,110	1,223	1,491	1300
Gas	613	642	589	500
Plumbing	756	860	915	800
Roof Mounted Solar	113	128	204	150
Electric Vehicle Charger	16	41	50	40
Energy Storage Systems	6	18	10	12
Certificate of Occupancy	15	26	75	65
Certificate of Approval	434	350	383	360
Certificate of Inspection	29	63	44	45
Beer and Wine License Inspections	32	32	32	35
Pod Permits	27	32	24	25
Dumpsters	58	355	494	400
Residential projects exceeding \$200,000 building cost	68	121	117	100
Total Value	\$281,539,215	\$145,116,312	\$128,203,550	\$135,000,000.00
Revenues	\$1,808,685	\$2,826,282	\$2,823,929	\$2,350,000.00

**From:** Charlie Foscett <charlie.foscett@foskettco.com>  
**Sent on:** Wednesday, January 24, 2024 5:50:14 PM  
**To:** 'Darrel' <darrel.harmer@gmail.com>  
**CC:** JGriffin@town.arlington.ma.us; 'JOHN GRIFFIN' <j\_cgriff@verizon.net>  
**Subject:** RE: Police & Fire Budgets

Hi Darrel and John:

You might ask how department morale is. I think four new officers joined after graduating from the academy. Does Chief Flaherty have an idea of upcoming retirements and what the hiring process and challenges might be.

Best,  
Charlie

Charlie Foscett  
101 Brantwood Road  
Arlington, MA 02476-8005  
1.781.492.0800 (Mobile)  
1.781.646.5882 (Home)  
1.781.641.4769 (Fax)  
Email: [charlie.foscett@foskettco.com](mailto:charlie.foscett@foskettco.com)  
Skype: cfoscett

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**From:** Darrel <darrel.harmer@gmail.com>  
**Sent:** Monday, January 22, 2024 12:40 PM  
**To:** Christopher Heigham <cheigham@comcast.net>; Tara Bradley <tbradley@town.arlington.ma.us>; jtremy90@gmail.com; shaneb@gmail.com; jennifer.susse@gmail.com; sophiemigliazzo@yahoo.com; bsbcpa@aol.com; Carolyn White <cawhitema@gmail.com>; rebeccayounkin@gmail.com; Josh Lobel <josh.lobel@gmail.com>; grantgibian@gmail.com; Charlie Foscett <charlie.foscett@foskettco.com>; j\_cgriff@verizon.net; annie@lacourt.net; Alan Jones <jones@carr-jones.com>; peggy.bliss99@gmail.com; Allan and Barbara Tosti <abtosti@outlook.com>; Christine Deshler <christinedeshler@hotmail.com>; dean.carman@verizon.net; dmckenna077@gmail.com; tarawbradley@gmail.com  
**Cc:** Jordan Remy <jremy@town.arlington.ma.us>; Shane Blundell <sblundell@town.arlington.ma.us>; Jennifer Susse <jsusse@town.arlington.ma.us>; Sophie Migliazzo <smigliazzo@town.arlington.ma.us>; Brian Beck <bbeck@town.arlington.ma.us>; Carolyn White <cawhite@town.arlington.ma.us>; Rebecca Younkin <ryounkin@town.arlington.ma.us>; Josh Lobel <jlobel@town.arlington.ma.us>; Grant Gibian <ggibian@town.arlington.ma.us>; Charlie Foscett <cfoscett@town.arlington.ma.us>; John Griffin <jgriffin@town.arlington.ma.us>; Darrel Harmer <dharmer@town.arlington.ma.us>; Annie LaCourt <alacourt@town.arlington.ma.us>; Alan Jones <ajones@town.arlington.ma.us>; Christopher Heigham <cheigham@town.arlington.ma.us>; Peggy Bliss <pbliss@town.arlington.ma.us>; Allan Tosti <atosti@town.arlington.ma.us>; Christine Deshler <cdeshler@town.arlington.ma.us>; Dean Carman <dcarman@town.arlington.ma.us>; David Mckenna <dMckenna@town.arlington.ma.us>; amruderman@gmail.com  
**Subject:** Police & Fire Budgets

Good afternoon FinCom Members,

I hope everyone had a great summer and Happy Holidays! Hard to believe it's budget season again...

John Griffin and I are meeting with the Police and Fire departments next Monday. Both budgets look very straightforward but if you have any questions you'd like us to ask Chief Flaherty or Chief Kelly, please let John and me know by this Friday.

Thanks,

Darrel



**From:** Christopher Heigham <cheigham@comcast.net>  
**Sent on:** Thursday, January 25, 2024 4:08:20 PM  
**To:** Darrel <darrel.harmer@gmail.com>; John Griffin <jgriffin@town.arlington.ma.us>  
**Subject:** Re: Police & Fire Budgets

Hello - here are my questions on Police and Fire, which you may already have on your list.

#### Police

1. There are 6 patrol vacancies. What is the plan/progress on filling these, how hard has it been, and how much are the vacancies contributing to overtime costs?
2. What is 'differential' in the context of the police budget? There is line item 5115 for it, but it is much smaller than the sum of the differential column in the salary detail. I also recall that for the libraries it was time worked in the evening, but that doesn't seem like it would apply to the police.
3. What activities are the stipends (5160/5162) for?
4. IT has some money budgeted for body cams. I know their implementation hasn't been negotiated yet, although there is salary money from last year's negotiations. There doesn't seem to be any capital expense for them yet. Is there any other police budget money allocated for them in FY25?

#### Fire

1. It looks like there are no firefighter vacancies - great! But why is there then overtime and double time? Do we have adequate positions budgeted?
2. What is vacation (5106) for?
3. What kinds of schooling lead to school credit (5112)?
4. What is hospital and medical care (5257) for? Wouldn't these be covered by health insurance?
5. Why the big decrease in the FY25 offsets?
6. What is the plan/progress on filling the Master Mechanic position?

#### Topher

On 01/22/2024 12:40 PM EST Darrel <darrel.harmer@gmail.com> wrote:

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Thanks,

Darrel





**From:** Allan and Barbara Tosti <abtosti@outlook.com>  
**Sent on:** Monday, January 22, 2024 6:51:51 PM  
**To:** Darrel <darrel.harmer@gmail.com>  
**Subject:** Re: Police & Fire Budgets

Status of body cameras?

AI

**From:** Darrel <darrel.harmer@gmail.com>  
**Sent:** Monday, January 22, 2024 12:40 PM  
**To:** Christopher Heigham <cheigham@comcast.net>; Tara Bradley <tbradley@town.arlington.ma.us>; jtremy90@gmail.com <jtremy90@gmail.com>; shaneb@gmail.com <shaneb@gmail.com>; jennifer.susse@gmail.com <jennifer.susse@gmail.com>; sophiemigliazzo@yahoo.com <sophiemigliazzo@yahoo.com>; bsbcpa@aol.com <bsbcpa@aol.com>; Carolyn White <cawhitema@gmail.com>; rebeccayounkin@gmail.com <rebeccayounkin@gmail.com>; Josh Lobel <josh.lobel@gmail.com>; grantgibian@gmail.com <grantgibian@gmail.com>; Charlie Foscett <charlie.foscett@foskettco.com>; j\_cgriiff@verizon.net <j\_cgriiff@verizon.net>; annie@lacourt.net <annie@lacourt.net>; Alan Jones <jones@carr-jones.com>; peggy.bliss99@gmail.com <peggy.bliss99@gmail.com>; Allan and Barbara Tosti <abtosti@outlook.com>; Christine Deshler <christinedeshler@hotmail.com>; dean.carman@verizon.net <dean.carman@verizon.net>; dmckenna077@gmail.com <dmckenna077@gmail.com>; tarawbradley@gmail.com <tarawbradley@gmail.com>  
**Cc:** Jordan Remy <jremy@town.arlington.ma.us>; Shane Blundell <sblundell@town.arlington.ma.us>; Jennifer Susse <jsusse@town.arlington.ma.us>; Sophie Migliazzo <smigliazzo@town.arlington.ma.us>; Brian Beck <bbeck@town.arlington.ma.us>; Carolyn White <cawhite@town.arlington.ma.us>; Rebecca Younkin <ryounkin@town.arlington.ma.us>; Josh Lobel <jlobel@town.arlington.ma.us>; Grant Gibian <ggibian@town.arlington.ma.us>; Charlie Foscett <cfoskett@town.arlington.ma.us>; John Griffin <jgriffin@town.arlington.ma.us>; Darrel Harmer <dharmer@town.arlington.ma.us>; Annie LaCourt <alacourt@town.arlington.ma.us>; Alan Jones <ajones@town.arlington.ma.us>; Christopher Heigham <cheigham@town.arlington.ma.us>; Peggy Bliss <pbliss@town.arlington.ma.us>; Allan Tosti <atosti@town.arlington.ma.us>; Christine Deshler <cdeshler@town.arlington.ma.us>; Dean Carman <dcarman@town.arlington.ma.us>; David Mckenna <dMckenna@town.arlington.ma.us>; amruderman@gmail.com <amruderman@gmail.com>  
**Subject:** Police & Fire Budgets

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Thanks,

Darrel



Christine Deshler <cdeshler@town.arlington.ma.us>

Fri 2/2/2024 12:29 PM

To: Tara Bradley <tbradley@town.arlington.ma.us>; jtremy90@gmail.com <jtremy90@gmail.com>; jennifer.susse@gmail.com <jennifer.susse@gmail.com>;  
sophiemigliazzo@yahoo.com <sophiemigliazzo@yahoo.com>; bsbcpa@aol.com <bsbcpa@aol.com>; Carolyn White <cawhitema@gmail.com>; rebeccayounkin@gmail.com  
<rebeccayounkin@gmail.com>; Josh Lobel <josh.lobel@gmail.com>; grantgibian@gmail.com <grantgibian@gmail.com>; Charlie Foscett <charlie.foscett@foskettco.com>;  
j\_cgriff@verizon.net <j\_cgriff@verizon.net>; darrel.harmer@gmail.com <darrel.harmer@gmail.com>; annie@lacourt.net <annie@lacourt.net>; Alan Jones <jones@carr-  
jones.com>; cheigham@comcast.net <cheigham@comcast.net>; peggy.bliss99@gmail.com <peggy.bliss99@gmail.com>; Allan and Barbara Tosti <abtosti@outlook.com>;  
dean.carman@verizon.net <dean.carman@verizon.net>; dmckenna077@gmail.com <dmckenna077@gmail.com>; tarawbradley@gmail.com <tarawbradley@gmail.com>

All,

See below regarding body cameras.

Christine

---

**From:** Jim Feeney <jfeeney@town.arlington.ma.us>

**Sent:** Thursday, February 1, 2024 6:04 PM

**To:** Charlie Foscett <charlie.foscett@foskettco.com>

**Cc:** Alex Magee <amagee@town.arlington.ma.us>; Christine Deshler <cdeshler@town.arlington.ma.us>

**Subject:** FinCom Meeting Follow-up

Hi Charlie,

I just wanted to confirm that as currently designed, the body worn camera program will rely on a new dedicated fiber from an ISP. While we will technically own the footage that is uploaded, it will be housed on a secure cloud server operated by Axon Industries- the industry leader in this marketplace- that is separate from the Town's network infrastructure. We will also rely on Delphi Technology Solutions, APD's existing IT consultant for other data and systems, to assist with managing the program and accessing the data. The body worn camera policy will define who can access the footage, and under what circumstances.

Best,

Jim



**James Feeney**

Town Manager

Town of Arlington, MA

781-316-3010

 [jfeeney@town.arlington.ma.us](mailto:jfeeney@town.arlington.ma.us)

*Arlington values equity, diversity, and inclusion. We are committed to building a community where everyone is heard, respected, and protected.*